

**Exhibit E- Plaintiff's MCAD complaint**

The Commonwealth of Massachusetts  
Commission Against DiscriminationDOCKET NUMBER:01130696  
FILING DATE:03-14-2001EEOC/HUD NUMBER:  
VIOLATION DATE:02/26/01Name of Aggrieved Person or Organization:Sonia Fernandez  
34 Burnette Road  
Revere, MA 02151  
Telephone Number: (781) 286-2286Named is the employer, labor organization, employment agency, or state/local government agency who discriminated against me:C - Revere Police Department  
Attn:Department Headquarters  
23 Pleasant Street  
Revere, MA 02151  
Telephone Number:(781) 284-1212 No. of Employees:20 +

Work Location: Revere, MA

Cause of Discrimination based on:Sex  
Disability  
Race, Color.  
(Female  
Other hearing problem  
Hispanic).The particulars are:

I, Sonia Fernandez, the Complainant believe that I was discriminated against by C - Revere Police Department, on the basis of Sex Disability Race, Color. This is in violation of M. G. L. Chapter 151B S4 P1,1,16.

I believe I am being discriminated against by my employer C - Revere Police Department due to my sex, Female hearing problem, and my race/color, Hispanic. This is in violation of MGL CH.151B Section 4 Paragraphs 1,1,16 Title VII and The ADA. I have served on the C - Revere Police Department for over five (5) years. I was pulled aside by Lieutenant, Bernard Foster who told me I did not write enough citations, and was put on desk duty for two weeks. There was a male officer who committed the same alleged act, yet he was only spoken to and at the time was not disciplined in the same manner as myself. In my five (5) years with the department the only officers put on the desk were officers who on punishment. The situation was brought to the union's attention. The union went to Chief, Roy Colannino who said they "would try to resolve it". I have been continuously harassed by Lt. Foster due to my hearing problem. Lt. Foster has made inappropriate comments such as "turn up your hearing aide". "Why don't you put the phone in your good ear". For several months during 2000, I was not given dispatch duty. On or about 4/5/00, Lt. Foster took me off dispatch, and made hand gestures mocking me due to my hearing problem. I have been the subject of offensive comments by Lieutenant Steven Ford due to my race/color, Hispanic. Lt. Ford

asked me about my national origin then said you are all the same a bunch of "cockroaches". On or about 8/7/00, Lt. Ford while in the presence of another male officer said "the next female that complains will be downstairs working as a matron". I took these comments as a threat because I was the only female officer present. On or about 8/13/00, while eating lunch Lt. Ford took a knife and made a stab towards me. On or about 10/12/00, I filed a formal complaint of harassment against Lt. Ford. Someone had drawn a dildo on the chalkboard facing the radiator room. On or about 2/26/01, my first day in there was women's underwear hanging in the guard room during roll - call. On 2/27/01, I noticed the underwear were still there. The underwear were finally removed after roll - call on 2/28/01. I found this act very offensive, and disrespectful towards female officers. I have attempted to pursue the internal chain of command in search of a resolution to this matter, with no results. The harassment I have endured has caused a hostile work environment that has become intolerable.

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 I swear or affirm that I have read this complaint and that it is true to the best of my knowledge, information and belief.

Sonia Fernandez  
 (Signature of Complainant)

SWORN TO AND SUBSCRIBED BEFORE ME THIS 14th Day of March, 2001

NOTARY PUBLIC: Jerome E. Mack

SIGNATURE NOTARY PUBLIC: Jerome E. Mack MY COMMISSION  
 EXPIRES: 7/14/06